




STATE OF WASHINGTON
DEPARTMENT OF PERSONNEL

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June 4, 2010

TO: Interested Parties
FROM: Eva Santos, Director 
**SUBJECT: 2010 TOTAL COMPENSATION SURVEY RESULTS –
DIRECTOR'S ACTION**

The 2010 Total Compensation Survey was released on May 4, 2010. Prior to formal adoption, interested parties were provided the opportunity to ask questions and submit comments through May 28, 2010.

During the comment period, I received general questions, alternate proposals and recommendations for changes to the 2010 Total Compensation Survey Results.

Most questions received required general clarification and education about the survey methodology and process. Some recommendations received merit further review and consideration prior to the next salary survey. The next survey cycle planning work will include steps for considering changes requested this cycle. One change made during the survey process and changes made since the release of the results include the following:

CLASSIFICATION CHANGES

The 2010 Total Compensation Survey Results report includes classification actions presented at the May 13, 2010 Director's meeting. These actions include a title change to Class Code 480R, Information Technology-Computer Operations Supervisor to Information Technology-Computer Operator Supervisor ; and the class abolishments of Class Code 391, Electrical Inspector; Class Code 391X, Construction Inspector; Class Code 396J, Fire/Emergency Program Specialist; and Class Code 399M, Risk Analyst.

BENCHMARK NO. 136, WORKSOURCE SPECIALIST 3

The 2010 Total Compensation Survey Results report reflects the change made to Benchmark No. 23, Employment Counselor, because it failed as an In-State benchmark. It was determined the responsibilities of the job classes within this benchmark are specific to state government. Based on that determination, staff moved the benchmark classes to the Out-of-State survey and our new Benchmark No. 136. The In-State Benchmark, No. 23, is deleted.



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After thorough and careful consideration of the feedback presented to me, I am adopting the salary survey results with the two changes noted in this memorandum.

ACTION TAKEN: I hereby adopt The 2010 Total Compensation Survey Results as printed on our website with effective date of June 4, 2010.